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A
MANUAL
FOR
BAPTIST MISSIONARY
CANDIDATES

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A Manual for Baptist Missionary Candidates.

THIS little handbook is prepared for the encouragement and guidance of those who desire to be missionaries in connection with the B.M.S.

THE PRIMARY QUESTION.

The first consideration is whether the candidate is called by God. If, after prayer, and consultation with pastor or other competent adviser, the assurance is given that it is God's call to service that has been heard, it will be a wise thing for the intending candidate to get at once into communication with the Secretary, Baptist Mission House, 19, Furnival Street, London, E.C.4.

NEED OF CANDIDATES.

A large staff is required to maintain the work of the Mission in all the countries in which it is being carried on. Year by year vacancies occur by retirement and death, so that, even apart from extension, there is need for many new missionaries every year.

VARIETY OF SERVICE.

There is much variety in the work of the Society, and we may describe our missionaries by many names : Preachers, itinerant evangelists, and superintending pastors, translators, authors, distributors of books and tracts, schoolmasters, college professors, architects and builders, steamer engineers, printers, industrial instructors, physicians, surgeons, nurses, secretaries and accountants.

This list might be made more elaborate. The best workers of every kind are not too good for the mission field, and no one is serviceable who is not a true evangelist, knowing the power of the Gospel, and striving to win men and women to Christ. In almost all cases, mission work is done through the medium of a foreign language, and under conditions that are strange and trying to people who go out from this country, and while it is the most blessed work in the world, the missionary's task is one of the most difficult.

Doctors, to be eligible for appointment as "medical missionaries" in connection with the Medical Mission Auxiliary of the B.M.S., must have a registrable medical qualification and some post-graduate hospital experience. For fuller details as to the training of medical missionaries, including a course of missionary preparation, Baptist medical students are advised to correspond with the Secretary of the Medical Mission Auxiliary, 19, Furnival Street, London, E.C.4.

It is desirable for all missionaries, particularly those for Congo, to have at least an elementary course of study in medicine, and in the treatment of tropical disease. Such a course as that provided at Livingstone College, Leyton, Essex, is recommended.

Training and teaching diplomas are of great value. School work and the training of native teachers and church leaders form a most important part of the missionary enterprise.

The study of foreign languages is itself of importance. A Congo missionary needs to know French or Portuguese, while in India, Ceylon or China, a missionary needs to have aptitude for language, to master thoroughly an Oriental tongue. A few probationers have failed to get a working knowledge of the language after they have started the missionary life—a grievous and costly disappointment. There are now facilities for candidates to study modern languages in this country sufficiently to provide good evidence as to their ability.

NEED OF TRAINING.

It will be seen therefore, that missionaries need special education, and candidates must not be surprised or discouraged if the missionary calling makes a big demand upon patience and entails hard study. At the same time no candidate need be afraid to place his application before the Missionary Society. If there are exceptional circumstances in his case they will be sympathetically considered.

THE B.M.S. FIELDS.

The following are the present B.M.S. fields :

INDIA : BENGAL—eighteen chief stations.

LUSHAI HILLS—one station.

CHITTAGONG HILL TRACTS—two stations.

ORISSA—seven stations.

KOND HILLS—two stations.

BIHAR—five stations.

NORTH INDIA AND PUNJAB—ten stations.

CEYLON : Three stations.

CHINA : SHANTUNG—four chief stations.

SHANSI—three stations.

SHENSI—three stations.

SHANGHAI—one station.

AFRICA : BELGIAN CONGO—ten stations.

PORTUGUESE CONGO—two stations. ,

EUROPE : BRITTANY—two stations.

ITALY—three stations.

JAMAICA : One station, Calabar College.

These are the headquarters stations occupied by the superintendent missionaries. There are a great number of sub-stations.

PHYSICAL FITNESS.

At an early stage, the candidate should apply to be examined by the Society's medical officer, so as to avoid, as far as possible, the risk of disappointment later on. The doctor's report may quite change the course of preparation,

and early advice may enable the candidate to overcome some defect which might be afterwards insuperable.

APPOINTMENT OF CANDIDATES.

Questions are issued by the Society to the candidates as to circumstances and education, religious convictions, and missionary message.

It is not required that the candidate should sign any creed prepared by other people, but the Society does ask candidates to state their own.

Inquiries are made of a number of referees, who know the candidate. The nature of these questions may be judged by Appendix IV.

Medical reports, including testimony from friends and the certificate of a consulting physician, are carefully considered by the Committee.

In the case of betrothed candidates, these inquiries have, of course, to be made for both parties, and the reports are considered together. If betrothal should take place after the application has been made, notice must immediately be given to the Secretary.

After preliminary inquiries an interview is arranged for the candidate with the Candidate Board, who, after considering all the collected papers, seek personal acquaintance to form a judgment of the candidate's suitability. Though this interview may seem formidable in the prospect, it is generally a pleasant memory in the after-time.

The recommendation of the Candidate Board, whether for acceptance or rejection, or for further training, is at the earliest opportunity presented to the General Committee, with whom the final decision rests. Approved candidates are accepted *on probation for two years*, and their full appointment is conditional on satisfactory reports of language study and general fitness being received by the Committee.

It should be clearly understood that all are sent out on the same status as "missionaries," whether medical,

educational, or otherwise, and they are all subject to the Committee's appointment and authority in the same way.

In the event of the Committee having to decline a Candidate's offer it should be remembered that the disappointment is theirs as well as his. The Committee are deeply conscious of the need of new workers and the strain that the reduced staff is bearing. But they also have learned that to send out a new missionary who on health grounds or for other reasons is unfitted, is not to strengthen the staff but to weaken it. On the other hand, there is abundant scope for true missionary consecration in the service of Christian Missions in the home church if the way to the foreign mission field is closed.

TERMS OF SERVICE.

It is understood that missionaries give themselves to this great enterprise as a life-work.

The Society does not promise remunerative salary in payment for work done, but an endeavour is made to provide sufficiently comfortable support for every missionary, having due regard to the circumstances in every case.

On acceptance by the Committee, candidates receive a copy of the manual of regulations for their own field. This includes full information as to allowances, arrangements for furloughs, methods of work and administration on the field, and such matters, retirement, and provision for widows and orphans in case of death. The missionary, before being sent out, is expected to give a written acceptance of the Committee's appointment upon the regulations as laid down by the Committee.

Probationer missionaries receive an allowance towards the cost of personal outfit, and their travelling expenses to the mission field are also paid. The personal maintenance allowance begins on arrival in the field.

MARRIAGE.

In every other calling in life it is taken for granted that a man qualifies himself to do the work of his profession

before he assumes the responsibilities of married life and parental care. The missionary is not a qualified worker till he knows the language which he is to use. For this and many other reasons the rules of the Mission provide that new missionaries go out first of all as probationers, unmarried. When they have learned the language and satisfactorily passed—in respect to health and general fitness—the probationary term of two years on the field, they are at liberty to marry, provided that the approval of the Committee is first obtained.

THE MISSIONARY WIFE.

There is probably no career in which a man and wife are called upon to share the difficulties and burdens, the joys and responsibilities of life, more completely than that of missionary service. They must both suffer the same trial of the climate, and therefore they both need to be physically fit for it. They must both deal with the natives, and therefore both need to learn the language. They must both be prepared to endure much loneliness. The missionary wife—probably more than the wife of the home pastor—has to take her share in the ministry, and must therefore have the missionary spirit; if not, there can be no satisfaction in the life for her, and only disaster can follow. Where occasional failure has occurred in the missionary life, in not a few instances the failure has been connected with an unsuitable marriage.

A considerable number of candidates have been prevented from going to the mission field because of their betrothal to women who have been found to be physically unfit.

Missionary students would do well to wait till they have obtained their education, and are able to look out upon their life-work from the point of view of trained men, before they make up their minds as to the kind of wife that will best help them. It is of even more vital concern to a missionary student than to a home minister that he

should make sure of the fitness of a woman to share his work with him, before he takes the irrevocable step.

AGE OF CANDIDATES.

Probationers should not be over thirty when they reach the field. Acclimatisation and language study become more and more difficult after that age.

The best period both for men and women is about twenty-five. Unmarried men may be sent younger than twenty-five, if already well-trained.

COLLEGE FACILITIES.

The Society appoints and supports foreign missionaries, but it does not assume responsibility for their education beforehand. All possible help and advice, however, are given to candidates about their training, and their admission to colleges suitable for them.

The Baptist Colleges, from every one of which the B.M.S. has gladly accepted missionaries, and hopes to receive many more, begin their academic year in the autumn, and candidates for entrance must make application in the early spring.

Communication should be made to the Principal as soon as possible, with a view to ascertaining full particulars of requirements, and the subjects set for the entrance examination. Special consideration will be shown to men who have served in His Majesty's Forces. *See Appendix III.*

EDUCATIONAL STANDARD.

It should not need to be emphasized that every candidate ought to have a good knowledge of the Bible as a whole. In these days of increasing facilities for elementary and secondary education, with so many extra-collegiate classes and other helps for earnest students, the entrance standards of our denominational colleges ought not to prove a serious obstacle in the path of any really likely man for the

mission field. It must always be remembered, however, that unforeseen events may prevent a missionary student going abroad after all, and that he may feel called to enter a home ministry. This makes it important that the missionary student should be accepted by the College Committee with a view to such a possibility, and that his studies should be directed on broadly useful lines.

EXPENSE.

The expense of a College course sometimes appears formidable in prospect, but it is never an insurmountable difficulty to an eligible missionary candidate.

Every theological student, as an essential part of his training, is appointed to preach in suitable pulpits as opportunity offers. The frequency of these engagements depends on many circumstances, including his own acceptability. The amount of financial assistance the student may receive from the churches that he serves as a preacher varies very much indeed, but, taking all the years of the course, it goes a considerable way towards meeting his personal expenses in clothing, travelling and books.

The College authorities will expect the student to contribute what he can afford towards the cost of his board and education, but if he is unable to afford anything he will not, for that reason, be deprived of the opportunity of preparing himself for the ministry.

SPECIFIC TRAINING.

The means of qualifying in such subjects as the comparative study of religions, Oriental history, phonetics, manners and customs of the countries, languages, missionary methods, educational methods, etc., is being provided by the United Board of Study for the Preparation of Missionaries, which organises lecture courses and special tuition. The address of the Secretary of the Board of Study is 117, Victoria Street, S.W.1, and full particulars and individual advice may be obtained from him.

FIELD OF LABOUR.

It is clearly an advantage to have the matter of the field settled a year before a candidate is likely to leave the home country, so that special studies may be taken up.

Many influences may combine to decide in what country a missionary candidate will be able to do the best service. Sometimes the doctor's report so limits the choice that there is practically no alternative. The Committee invite an expression of desire on the part of the candidate, even though they are sometimes unable to meet it; and they always appreciate an assurance of entire willingness to be guided in the matter by their advice, or by the present needs of the work.

SPECIAL POSTS.

In the nature of the case, the Committee are not able to pledge themselves that probationers, newly accepted and untried, shall be definitely appointed and maintained in a particular post in a foreign country for a certain number of years.

The available staff in any field must be so located as to secure the maintenance of the work in hand as efficiently as possible. When emergencies happen and vacancies occur, the need is made known at home, so that new candidates may be encouraged to come forward. Yet it may be several years before the new worker will be fit to take up the work in the vacant place.

There are exceptional cases, no doubt, and the Committee may be trusted to deal considerately with every one; *but the most useful missionary is the one who does not pick and choose his sphere of service, but is willing and able to do the next thing that needs to be done.*

If there are other matters on which difficulty is felt, or on which information is desired, the candidate should write to the Secretary.

Appendix I.

PREPARATORY READING.

The following books for preparatory private reading are suggested as serviceable to missionary candidates :

- “THE LIFE OF JESUS CHRIST.” By Professor JAMES STALKER, M.A., D.D. 2s. net. (T. & T. Clark.)
- “HANDBOOK OF CHRISTIAN EVIDENCES.” By Principal STEWART, D.D. 1s. 9d. net. (A. & C. Black.)
- “RELIGIONS OF THE WORLD.” By Principal GRANT, D.D., LL.D. 1s. 9d. net (A. & C. Black.)
- “LANDMARKS OF CHURCH HISTORY.” By Professor HENRY COWAN, D.D. 1s. 9d. net. (A. & C. Black.)
- “THE DEATH OF CHRIST: Its Place and Interpretation in the New Testament.” By Professor JAMES DENNEY, D.D. 6s. net. (Hodder & Stoughton.)
- “THE CHRISTIAN DOCTRINE OF GOD.” By Professor W. N. CLARKE, D.D. 10s. 6d. net. (T. & T. Clark.)
- “THE FOREIGN MISSIONARY.” By ARTHUR J. BROWN, D.D. 6s. net. (Revell.)
- “A BRIEF INTRODUCTION TO NEW TESTAMENT GREEK.” With Key, in 1 vol. By S. G. GREEN, D.D. 2s. 6d. net. (R.T.S.)

MISSION STUDY TEXT BOOKS :

- “THE GOAL OF INDIA.” By W. E. S. HOLLAND, M.A 2s. 6d. net.
- “THE UPLIFT OF CHINA.” By ARTHUR H. SMITH, D.D. 1s. net.
- “THE FUTURE OF AFRICA.” By DONALD FRASER. 1s. net.

Appendix II.

THE HOME PREPARATION UNION.

The H.P.U. is intended for those who are not yet free or eligible for entrance to college, but who desire to study with a view of becoming candidates for missionary service. Membership of the H.P.U. involves :

1. Regular prayer for missions.
2. Systematic study of the Bible with the help of a tutor.
3. Definite missionary reading during part of the year.
4. Some form of regular Christian work.
5. An annual subscription of 2s. 6d., payable in September or February. New members are only received at the half-year
6. Members buy their own text-books for study. They are almost all small and inexpensive..

Intending students will apply to the Secretary, Home Preparation Union, 19, Furnival Street, London, E.C.4. A tutor will then be allotted to each student.

The courses of study at present arranged cover a course of four years, but students are free to discontinue whenever they wish to do so.

Questions are sent to the student each month on the work set. The answers are corrected by the tutor and returned.

While students are not bound to continue their membership for any definite period, it is expected that all who enter will take their study seriously, bearing in mind the purpose with which they join the Union.

Appendix III.

BAPTIST COLLEGES.

There are in England six, in Wales two, in Scotland one, in all nine, Baptist Colleges provided for the training of men for the Baptist ministry and for the foreign mission field. In normal times they require in candidates for admission a certain standard of education in order that full advantage may be taken of the arranged classes ; and once a year in most of them entrance examinations have been held in subjects which include elementary Greek and Latin, Bible knowledge, and ability to prepare a sermon or address. To meet the present need the English Colleges are prepared to receive, without any formal examination, men who have served in the war, *when satisfactory evidence is forthcoming as to character, call, mental power, etc.* Where necessary, the training in elementary Greek and Latin will be provided by the Colleges themselves. If the age of a candidate or other circumstances make it desirable, it is proposed, by the omission of some and the re-arrangement of other subjects, to shorten the usual period of training by one or more years. This will be especially easy where a student has had a University training, longer or shorter, or has been engaged in any of the professions.

In all the Colleges the education is provided without cost to the student. In Scotland bursaries are provided towards the expenses of maintenance. In England and Wales the Colleges are residential, and a student is invited to contribute to the cost of board according to his ability ; but no man will be turned back on the ground of lack of means.

Those who are seriously thinking of entering the Baptist ministry, are urged at once to put themselves in communication by letter with the Principal of the College of their choice, when full information will be furnished and a reply given to personal inquiries.

<i>Colleges.</i>	<i>Principal: Postal Address.</i>
BRISTOL.—	REV. W. J. HENDERSON, B.A., LL.D., The Baptist College, University Walk, Bristol.
MANCHESTER.—	REV. J. T. MARSHALL, M.A., D.D., Baptist College, Rusholme, Manchester.
MIDLAND.—	(<i>Vacant.</i>) Address Midland Baptist College, Nottingham.
PASTORS'.—	REV. A. M'CAIG, B.A., LL.D., 8, Daysbrook Road, Streatham Hill, London, S.W.2.
RAWDON.—	REV. W. E. BLOMFIELD, B.A., B.D., The College, Rawdon, Leeds.
REGENT'S PARK.—	REV. G. P. GOULD, M.A., D.D., 5, Kidderpore Gardens, London, N.W.3.
BANGOR.—	REV. SILAS MORRIS, M.A., The Baptist College, Bangor.
CARDIFF.—	REV. WM. EDWARDS, B.A., D.D., The Baptist College, Cardiff.
SCOTLAND.—	REV. JERVIS COATS, M.A., D.D., 8, Dalkeith Avenue, Dumbreck, Glasgow.

Appendix IV.

QUESTIONS ASKED OF CANDIDATES' REFEREES FOR CONFIDENTIAL REPLY.

How long have you been personally acquainted with the candidate?

What has been the nature of the home-training and discipline?

What is your impression as to general mental power, education and aptitude for learning?

Is the candidate likely, in your judgment, to acquire thoroughly a foreign language?

Is there reason to think that the candidate is well able to secure success at home, and that the offer of missionary service is made from pure and good motives?

Has the candidate ever been engaged to be married?

If the candidate is at present engaged to be married, are you able to state that, in your judgment, the engagement is entirely suitable, in view of the prospect of foreign missionary service?

What testimony can you give as to personal habits, temper, and general deportment?

Is the candidate possessed of good judgment and resourcefulness?

Is the candidate thoroughly practical, orderly, and diligent in every day matters?

Is the candidate, as far as you know, adaptable and easy to work with?

As far as you are able to judge, has the candidate a good physical constitution?

Do you know of any serious illness in the past, or any matter which is liable to render the candidate unable to stand life and work in a tropical climate ?

Can you testify to the personal piety and religious earnestness of the candidate ?

Do you know of any instances in which the candidate has been the means of the conversion of souls ?

In what kind of Christian work have you known the candidate to engage ?

Have you ever heard the candidate speak in public ?

What is your judgment as to the candidate's ability to convey the teaching of the Gospel to non-Christians in a clear and forcible manner ?

Does the candidate hold a place of honour and respect among friends in the Church and outside the Church ?

Can the candidate get on well with children ?

Can you heartily recommend that the candidate be accepted as a missionary of the Baptist Missionary Society ?